

Equal Employment Opportunity Program

Georgia Madrid
OAR EEO Specialist



EEO Mission

- To positively impact on hires, promotions and retention of women and minorities and other protected groups.

Legal Mandates

- Title VII of the Civil Rights Act 1964, as amended, prohibits employment discrimination based on race, color, religion, sex or national origin. Retaliation is also prohibited.
- Age Discrimination in Employment Act.
- Section 501 of the Rehabilitation Act.

EEO Office Resources

EEO Staff – October 1, 2007

- EEO Manager (HQS) – TBD & located in Silver Spring, MD
 - Georgia Madrid, Acting EEO Manager
- EEO Specialist – Georgia Madrid
- Computer Assistant – Becky Rios

STC Contractor -

- Senior Consultant (Ombudsman) – Anthony Tafoya

Collateral Duty Resources

- Laboratory EEO Liaisons/Managers
- Laboratory EEO Advisory Committee Representatives/Laboratory Diversity Representatives

Collateral Laboratory EEO Managers

Serve as a liaison (communication and point of contact) on EEO Matters.

- Focus administrative work away from scientists.
- Represent the EEO office in the laboratory.
- Present the management concerns of an issue.
- Provide quarterly reports on laboratory activities.

Collateral Laboratory EEO Advisory Committee

- Focus on issues of hires, promotions & retention.
- Serve as eyes and ears for EEO related problems.
- Informal advice to EEO Manager.
- Formal advice to management.

Major EEO Functions

- A. Consultation
- B. Monitoring
- C. Recruitment/Outreach
- D. Reports

A - Consultation

- OAR Employees and Collaborators -
 - Employee Discrimination Complaint Issues (ADR)
 - Employee non-Discrimination Complaint Issues
 - Performance Appraisals
 - Application Review
- Applicants/Community
 - How to Obtain Federal Employment
 - Complaint Procedures

A - Consultation

September 1, 2006 to March 2007

The EEO Office was contacted with sixteen allegations of discrimination.



A - Consultation

Formal Discrimination Complaints Filed in NOAA - FY 06

Total Complaints Filed in NOAA	36
Bases and Counts*	
Sex	9
Age	12
Race/Color	18
Religion	0
Handicap 1	6
Handicap 2	6
National Origin	3
Reprisal	6
Total Complaints Filed in OAR	1 2.77%

*Note: Any single complaint may involve more than one basis or more than one issue.
Source: NOAA Office of Civil Rights - May 2007

B - Monitoring

- Monitor hires, promotions, and retention
- Monitor discrimination complaint activity
- Review vacancy selections
- Prepare a Grade point Analysis report
- Prepare a Laboratory EEO Evaluations report

C - Recruitment

Short-Term

- Publish the Denver *Noticiero* for DFEB/Hispanic Employment Program
- Laboratory Student Assistance (Minority, Women and People with Disabilities)
- College and Minority Conferences
- Outreach Efforts by Laboratories

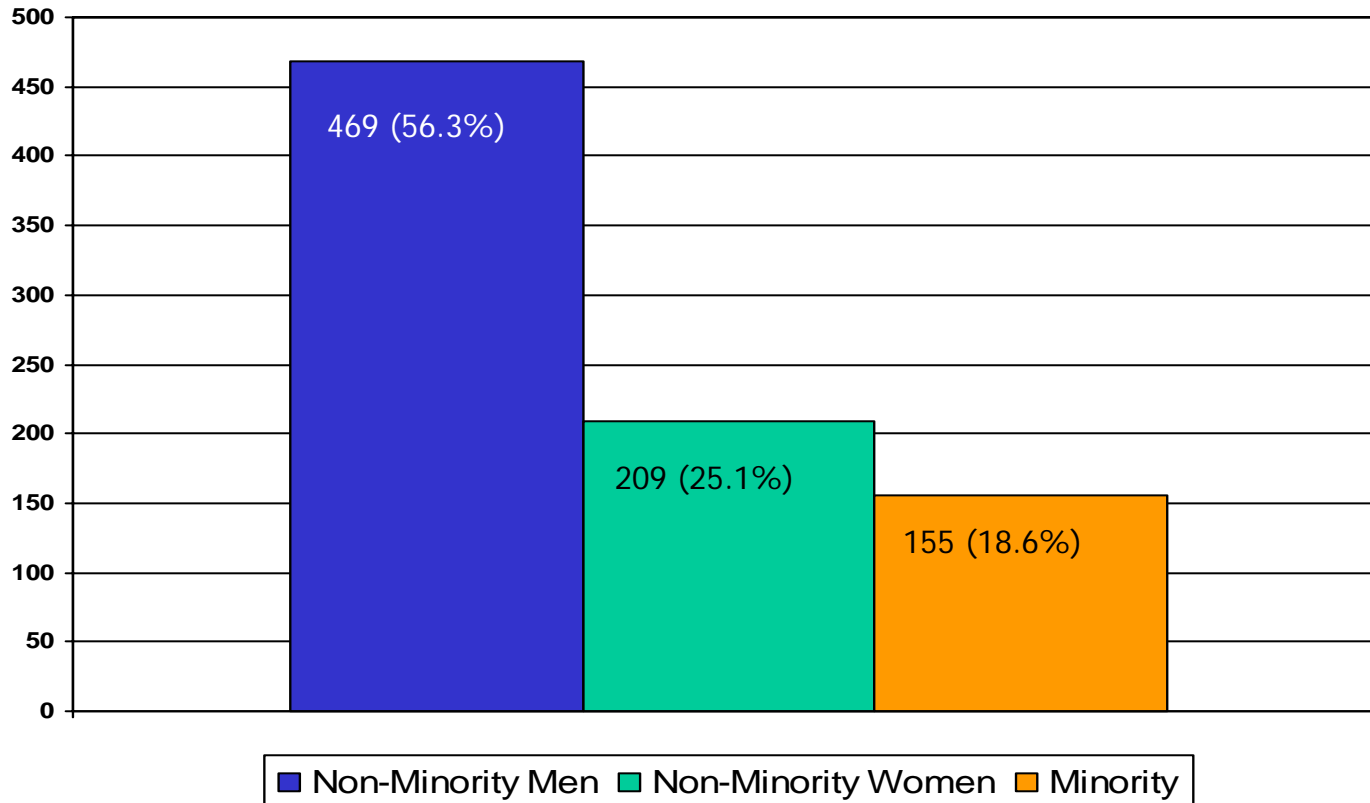
C - Recruitment

Long-Term -

- National -
 - American Indian Science & Engineering Society (AISES)
 - AMS Board on Women & Minorities
 - Society for the Advancement of Chicanos & Native Americans (SACNAS)
 - Blacks in Government (BIG)
- Regional
 - Special Emphasis Programs - HEP, AIPC, BEP, FWP
 - Mathematics Engineering Science Achievement (MESA)
 - Minority Serving Institutions (MSIs)
- Local
 - High School High Tech (People with Disabilities)
 - MAST (Maritime & Science Technology) Academy – Weather on Wheels
 - BVSD-Minority Youth Leadership Conferences

C - Recruitment

OAR - Total Permanent Workforce by Race/Ethnicity
4th Q 06 = 833 employees



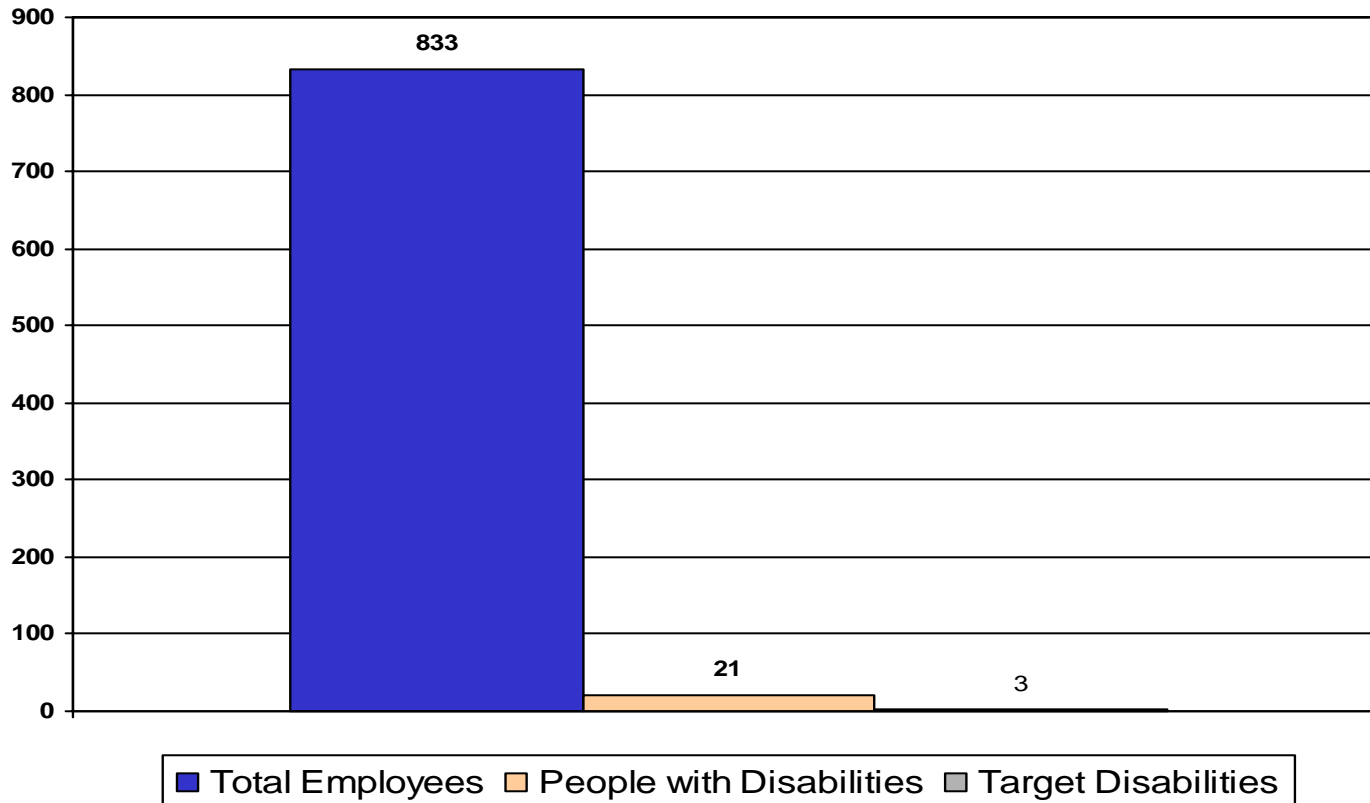
*Minority representation include:

38 Hispanic;
63 Black;
44 Asian
1 Native Hawaiian
9 American Indian

C - Recruiting

OAR - Total Permanent Workforce – People with Disabilities

4th Q 06 = 833 employees



Total number of employees with disabilities = 21 (2.52%)
Total with target disabilities = 3 (0.3)

D - Reports

- Federal Agency Annual EEO Program Status Report – MD 715 Input
 - EEOC required report
- One Time Statistical Reports
- FEORP (Federal Equal Opportunity Recruitment Program)
- Miscellaneous

EEO Office Impact

- Resource for employees and applicants
- Provide indicators to management
- Cost savings through consultation
- Cost savings through student programs
- Community outreach recruitment
- Use of collateral duty volunteers
- Keep NOAA Research in compliance

Contact Information

OAR EEO Office

Website: <http://eeo.boulder.noaa.gov>

Phone: 303-497-6732/6439

Senior Consultant (Ombudsman)

Phone: 303-497-6731

